

Establishing a Mentoring Plan

for the SPD Planning
Team

South Pacific
Division

Briefing Objectives

To share an example of **starting** a mentoring program,

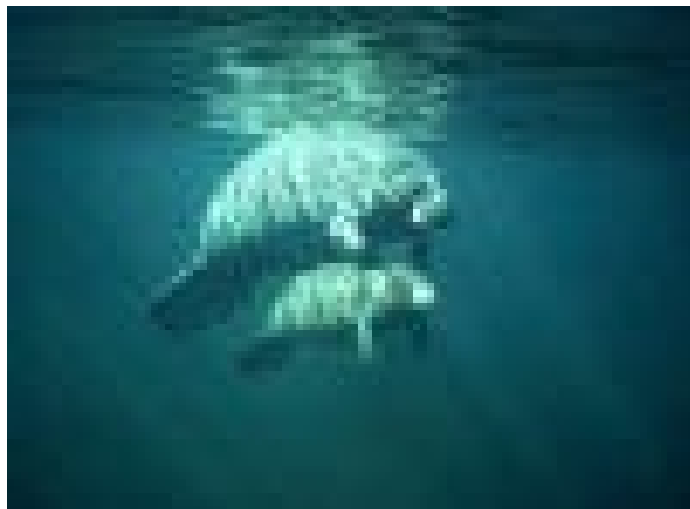
To share the communication **tools** that we've utilized,

To have you **participate** in one component of our SPD milestone checklist

To share an **actual** mentor / mentee relationship **experience** with you

SPD PLANNING MENTORING PROGRAM

ALBUQUERQUE LOS ANGELES - SACRAMENTO - SAN FRANCISCO



A Mentor helps the mentee see with vision
and

serves as a role model who **inspires,**
motivates,

A Mentee takes responsibility for their
empowers, and helps individuals learn to
own learning and applies it to accomplish
goals...

\$\$\$

connections knowledge
policy

M&M Toolkit (web-based)

Training

Education
courses

Coaching

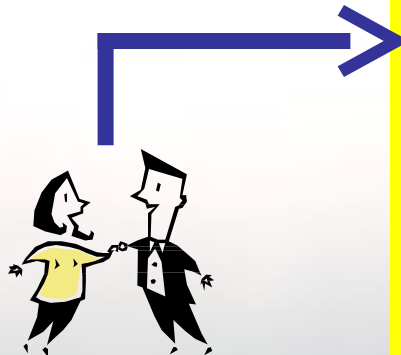
skills
abilities
guidance

Mentoring

personal growth
career development
networking opportunities
leadership skills



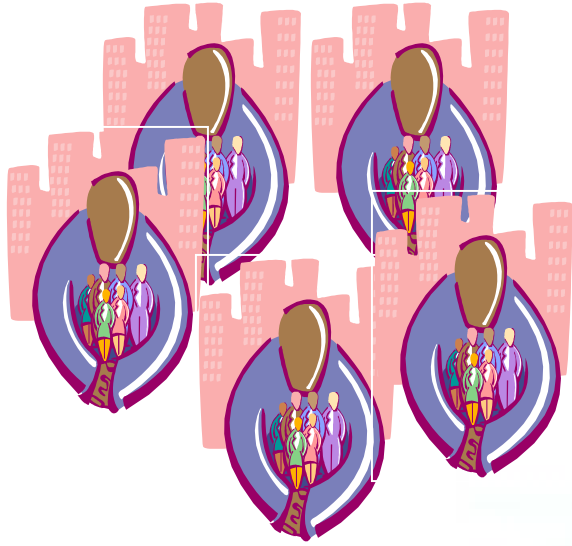
Sets up
Process
BUT
Semper
Gumby



M&M Program

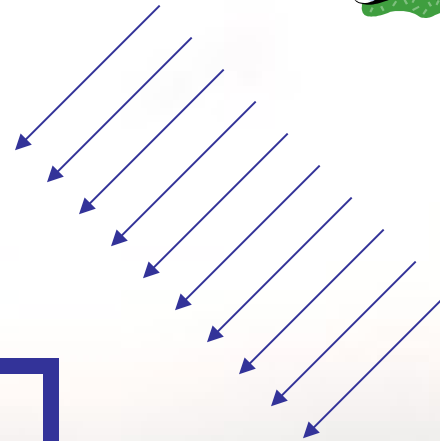
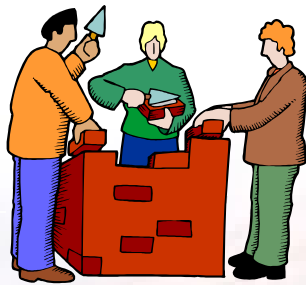
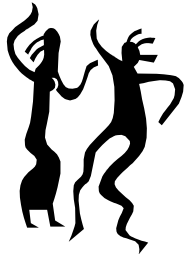
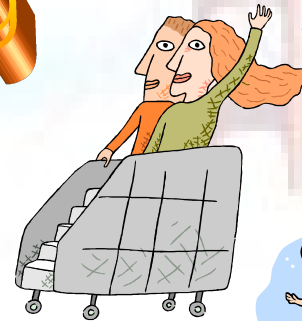
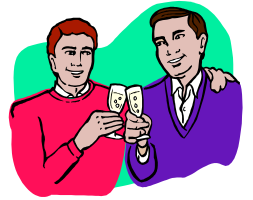
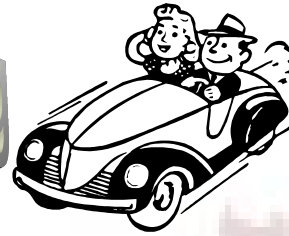
- Template Contr
- Reporting/com
- Standards/metr
- Lessons Learne
- Reading mater
- Developmental
assignments
- Networking Op
- Hammers
& Carrots

- Toolkit of
Resources

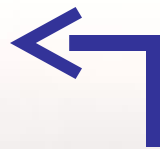


Marketing

Advertising



M&M Program

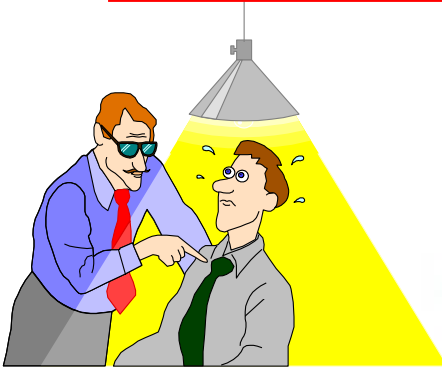


So... what we need to start a Mentoring Program is...

- 1. A Structure or Plan**
- 2. Tools - already exist - Read your fortune!**
- 3. Empowerment to a PM and Steering Committee (Support with Time, Money)**

Decisions

- 1. Steering Committee vs Each Individual District**
- 2. \$\$\$\$\$ vs \$\$ vs 0**
- 3. Horses and Water (Voluntary vs Mand)**
- 4. Common Requirements**



Enlisting the right People

SPK Tanis Toland / Miki Fujitsubo

SPN Joel Benegar/Jennifer Dunn

From Idea to Program and Back Again Communication Strategy to Success

- ✓ A Need (from the Planning Tribe)
- ✓ A Vision / Idea (Robin)
- ✓ An Enthusiastic Champion (Boni)
- ✓ Buy Off & Support from Management (PMP)
- ✓ Small (Hand Picked) Steering Group (Us)
- ✓ Regional Webpage (One-Stop Info Place)
- ✓ A Cool Logo & Song (Product Recognition)
- ✓ Coordinated Kick-Off Events (At Each District)
- ✓ Word of Mouth (Rumors, Hallways, & Coolers)
- ✓ Personal Recruitment (Networking)
- ✓ Bribes/Carrots/Rewards (Fun Trinkets/Babbles)

Mentoring Milestone Checklist

Keeping Them On Track and In-Touch

- ✓ Standard with Flexibility
- ✓ Mentee & Mentor Involvement
- ✓ Monthly Milestones
- ✓ Elements
 - ✓ Reading
 - ✓ Discussions
 - ✓ IDP
 - ✓ Shadowing
 - ✓ Treasure Hunts for “Golden Nuggets”
 - ✓ Contributions
- ✓ Celebrating Success – Tokens of Achievement